

**Smithville Christian Reformed Church**  
**6522 Townline Road**  
**Smithville ON L0R 2A0**

**Pastor Search Committee Contact:**

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## **Community Setting**

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Smithville CRC is located in rural Smithville, Ontario. Geographically to its south, our church is wrapped in agricultural land, and to its north we are positioned at the urban boundary of the growing town of Smithville. As of the 2021 census, the population of Smithville was 6,456. Smithville is located in the Township of West Lincoln, whose population is 15,454.

Within our small town there are both Elementary and Secondary non-denominational Christian Schools, as well as 3 additional elementary schools (Canadian Reformed, Catholic, and Public). Redeemer University is approximately a 45 drive from the town of Smithville.

Conveniently located 25-minutes from the cities of Hamilton and St. Catharines, this small-town community is only a short drive away from the natural beauty of the Niagara Escarpment, and the fresh waters of Lake Ontario and Lake Erie.

Historically, Smithville is a community comprised of primarily a Caucasian population of European decent. In recent years the town began welcoming an increased population growth of ethnic diversification.

## **Smithville CRC Staff Profile**

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At Smithville CRC we have a team staff model. This format consists of:

- |  |                                    |
|--|------------------------------------|
| • Full Time Pastor                         | • Worship Coordinator (part-time)  |
| • Office Administrator (part-time)         | • Ministry Coordinator (part-time) |
| • Communications Administrator (part-time) | • Treasurer (contract position)    |
|  | • Custodian (contract position)    |

**Position Available:** Full Time Pastor    **Date of Vacancy:** September 1, 2025

**General Job Description:** We are looking for a male pastor who has a committed faith in Jesus Christ, and lives out their faith continually. He should show strengths in serving God and the church by providing leadership in promoting the spiritual health, growth, and well-being of the congregation through preaching, administering of the sacraments, teaching, and providing pastoral care. The Pastor is accountable to church Council in doctrine, life, and duties and will be supported by Council in love, encouragement, and assistance in the work of the Lord.

## Church Membership Demographics

### Average Sunday Attendance:

250 (345 Total Members)

### Active Adult Professing Members: 209

### Composition of Congregation:

Mono-Culture

### Occupation of Professing Members:

Post Secondary Students: 3 (1.5%)

Business: 32 (16.4%)

Professional: 23 (11.8%)

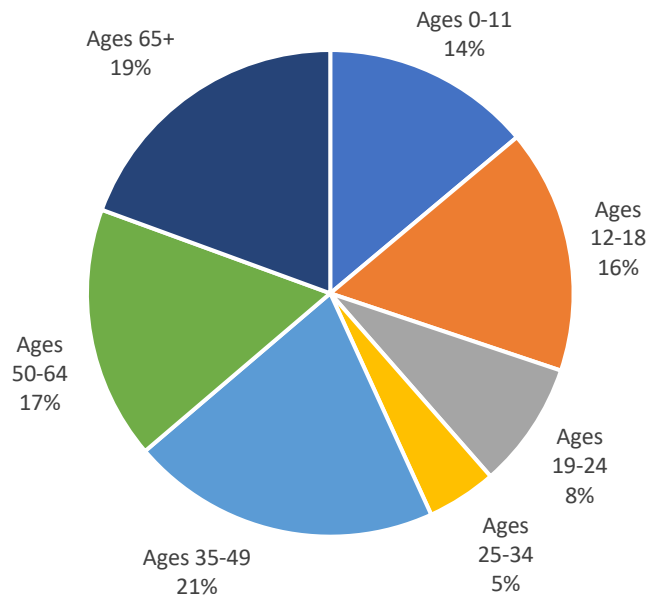
Trades: 25 (12.8%)

Stay-at-Home Parent: 19 (9.7%)

Agriculture: 16 (8.2%)

Other: 18 (9.2%)

Retired: 59 (30.3%)



### Baptism of professing members:

Members	Baptized	Professing	% of Congregation
Less than 5 years	33 baptized/9.6%	27 professing/7.8%	60 members (17.4%)
5-10 years	40 baptized/11.6%	70 professing/20.2%	70 members (20.3%)
10 or more years	63 baptized/18.3%	152 professing/ 44.1%	215 members (62.3%)

### Most recent Pastors: Peter Tuininga (2015 – 2025)

Greg Fluit (2004 – 2013)

Henry Vander Beek (1996 – 2002)

## Sunday Worship at Smithville CRC

Planning and leadership of weekly Sunday Worship Services is a collaboration between the Pastor and the Worship Coordinator. Participation in Sunday services include a number of volunteer members.

- We offer one Worship Service each Sunday, at 10 am.
- A time of pre-service Fellowship is offered at 9:30am, and is hosted by volunteers from our Fellowship Ministry. Coffee and tea are available.
- Member families take turns as Greeters.
- A team of Audio/Visual volunteers arrive at least 30 minutes before each service to prepare for, and to facilitate the sound, live streaming, and projection requirements throughout the worship service.
- A Welcome Host is available at our Welcome Centre every Sunday morning to assist guests in answering questions they may have about our church, its ministries and opportunities, and ways they can become involved.

- At 10 am the service begins with welcome and announcements from our Ministry Coordinator.
- Following announcements, the Pastor welcomes everyone to church and provides God's greeting, followed by a time of mutual greetings.
- We share in a time of praise led by the Music Coordinator, who is often joined by a team of talented musicians and vocalists from within our membership.
- Next, during God@Work, the Pastor, a church member, or a guest will share an experience where we can see God at work in our church, community, or greater society.
- A Deacon will announce Giving Opportunities, and while the offerings are collected, a member musician will play music, giving of his/her gifts.
- Our younger children are invited to the stage area to participate in a Children's Message lead by a member of the congregation. Occasionally, the Pastor also leads this part of Children's Worship. The children are prayed over before being dismissed for Sons and Daughters, our Sunday School program.
- An elder, or the Pastor lead in congregational prayer (alternating weekly).
- Scripture is read by either the Pastor, or a member of the congregation.
- The Pastor delivers a sermon/message, and closes his sermon in prayer.
- Our Worship Coordinator leads in a closing song.
- The Pastor gives God's parting blessing, and the church service closes with a reprise.
- A time of Fellowship is offered at the end of each service, and is hosted by members of the congregation. Coffee/tea, and juice are available to enjoy.

## Discipleship at Smithville CRC

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Smithville CRC extends opportunities for all ages to connect and find community. Please visit our website to learn more about these initiatives - [www.smithvillecrc.ca/opportunities-to-connect](http://www.smithvillecrc.ca/opportunities-to-connect)

## Building/Financial

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**Present annual budget:** \$428, 820

**Last year's annual budget:** \$418, 639

**Percentage of financial obligations met (last complete year reported):**

- **Budget:** 100% (small surplus)
- **Denominational Ministry Shares:** 100% (we pledge 11.1% of our general budget to denominational ministry shares and 2.4% to Redeemer University College)
- **Classical Ministry Shares:** 100%

**Facilities:** Smithville CRC built a new church building at our existing church location in 2018. The new building includes a Sanctuary, a large foyer with several offices adjacent to it, a fellowship hall, and a fully equipped certified kitchen so that we are able to host community meals. We have adequate meeting rooms, nursery rooms, storage space, and even a detached Cadet shop! It is a beautiful facility, and we are blessed to use it for God's work in Smithville!

Please visit our website to view our facilities photo gallery - [www.smithvillecrc.ca/new-to-this-church](http://www.smithvillecrc.ca/new-to-this-church)

*\*Smithville CRC does not own a parsonage.*

## Compensation

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**The salary range we are prepared to offer our new pastor IS based on the CRC Minister Compensation Survey for our area.** The salary compensations survey is used as a guideline, but this is a range, either lower or higher, from the average based on years of experience.

**The average annual increase for this position over the past three years is: 4.3 %.** However, the increases in 2023 and 2024 were above average as the cost of living was increasing rapidly in those years. We use COLA (cost of living adjustment) as well as we look at increases offered to the local Christian school teachers for guidance on yearly increases.

**Housing:** No

**Housing allowance:** Yes

### **Benefits and Expenses:**

- **Pension** - Pension is provided by the CRCNA for all Pastors. We pay a fee per member towards the Pastors Pension Fund.
- **Medical Insurance** - Currently we provide medical insurance through the CRCNA.
- **Life insurance** - No
- **Social Security or Canada Pension** - CPP is taken from pay cheques as per the CRA limits, so Canada Pension does apply.
- **Travel/mileage** – Mileage is paid per KM as per CRA current rate.
- **Continuing Education Funds** - There is currently \$1,000 in professional development funds included in the annual budget for the Pastor.
- **Continuing Education, time allotted** - No
- **Sabbatical Policy in place** - Yes
- **Annual vacation (# weeks)** – 3 to 5 weeks, dependant on years of experience
- **Other (please specify)** - Free parking!

## Church Characteristics

Presently the focus of our church ministry is:

	Community Exclusive	Community Primary	Community & Members are equal participants	Members are primary participants	Members are exclusive participants	
External	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Internal

In our church the worship service is designed for:

	Designed for unchurches	Emphasis on unchurches	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Churches

In our church the style of music used in the Worship Service is:

	Contemporary	Mostly Contemporary	Blended	Mostly Traditional	Traditional	
Contemporary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Traditional

In our church, Leadership is generally provided by:

	Predominantly lay Leaders	Frequently lay Leaders	Lay Leaders & Pastoral Staff share Leadership	Lay Leaders function under Pastoral Staff	Predominantly Pastoral Staff	
Congregation Members	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Pastoral Staff

Our church seeks to encourage spiritual growth through:

	No specific Ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Formal

In our church, evangelism strategies and methods are:

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Planned

Our church is representative of the economic diversity of our community.

	Strongly Representative	Mostly Representative	Moderately Representative	Mildly Representative	Weekly Representative	
High Representation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Low Representation

Our church is representative of the ethnic diversity of our community.

	Strongly Representative	Mostly Representative	Moderately Representative	Mildly Representative	Weekly Representative	
High Representation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low Representation

Our churches response to compassion, mercy, and justice needs is:

	Committed to church-based action	Encouragement of church-based actions	Church-based and personal actions	Encouragement of personal actions	Commitment to personal actions	
Church based	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Personal

Our churches missional focus is:

	All Local	Mostly Local	Equally Local and Global	Mostly Global	All Global	
Local	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Global

## **Narrative**

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### **Community Partnerships:**

Smithville CRC is actively involved in a variety of initiatives. We host Loaf of Bread, a meal ministry, in partnership with West Lincoln area churches of all denominations. We partner with multiple local denominations annually for a combined Good Friday Service, and we participate in the Global Day of Prayer. Members from our church are actively involved in West Lincoln Community Care, and also volunteer faithfully at the Niagara Christian Gleaners, which is located on our township. For more information on our community partnerships, please visit our website - [www.smithvillecrc.ca/community-partnerships](http://www.smithvillecrc.ca/community-partnerships)

### **Congregational Strengths and Gifts:**

- The congregation of Smithville CRC rises to the challenge when there is a financial need, and we truly believe we are blessed by God. It's pretty amazing.
- We are a very caring community, and there is a strong sense of welcoming, support and love for one another.
- We have strong leaders in various ministries, and adequate support in all current programs. Leaders have a passion for relationships and loving whomever God puts in their path.
- Smithville CRC has very talented staff support for the Pastor - as a team our staff has strong gifts in communication, organization, music, and leadership.
- Praise and Worship has become a strength under our current Worship Coordinator.
- This church has an active and encouraging Fellowship Team who organizes multiple events though out the year to bring the congregation together.

### **Reflect on your passions as a church:**

- We live by the Word of God, and cling to biblical teachings.
- We love worshipping through song.
- We share a strong emphasis on community.
- We supporting causes that our near and dear to us generously with financial support.

### **List specific problem areas where your congregation struggles:**

- Young Adults - Although we have improved in this area recently by re-launching a Young Adults ministry initiative, we struggle to engage and keep Young Adult members in our congregation.
- We struggle with participation in Bible study groups.
- We struggle with the willingness of member involvement, and the sharing of talents and gifts with the congregation.

### **Smithville CRC has a recently developed Mission and Vision Statement.**

- This statement is published on our church website and can be found on our homepage at [www.smithvillecrc.ca](http://www.smithvillecrc.ca)

### **What has been the most interesting and challenging event in the life of your church in the last three years?**

- We were without musicians in our church for a time, and praising God through song was lacking in our services. Worshiping through singing is one of our passions, so it was hard on the congregation. We have since hired a Worship Coordinator.
- Covid restrictions provided a disruption in regular church activities and it was a challenge for members to adapt. Sunday morning services and weekly ministries looked different and changed the current flow of Smithville CRC.

**List the major goals that this congregation has set for itself, or opportunities the congregation anticipates:**

- **Continuing in Faith** – We are currently launching a Mortgage Reduction Campaign with a goal to eliminate the mortgage on our new church building over the next 3 years. Achieving this goal would add excitement and financial capacity for new and Christ led ministry possibilities.
- We have a Visioning Team who creates opportunities for us to grow in our faith either in Small Group bible studies or Prayer Challenges. Something is always on the go!

**Describe what being Christians of Reformed accent means to you:**

- Holding on to the truth of the Bible.
- Believing in the Trinity – God the Father, Jesus the Son, and the Holy Spirit

**Describe your understanding of the relationship between the local church and the Christian Reformed denomination:**

- Our church is part of Classis Niagara. Classis Niagara meets regularly and provides local representation at the denominational level.
- The denomination provides direction and resources to our Church as part of the CRC.
- It is the responsibility of the Council and the Pastor to understand what position the denomination holds on issues. Our church adopts policies/practices based on that.
- Being part of the denomination allows us to participate in activities throughout the world and provides us with ministry resources.

**Identify some of the cultural challenges facing Christians and Christian churches today:**

- Social media
- Church as consumerism (what do I get out of the specific church organization)
- Cultural issues putting challenges on church governance

**What have been the three most important events in the history of your church?**

- Faithfulness to God
- Growth
- Building new facilities to accommodate that growth

## **Leadership**

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**How many council members does your church have?** Currently, we have 9 District Pastoral Elders, 3 Executive Elders, and 8 Deacons. The Executive Elders and three Deacons form the Executive Board of Directors.

**What is the length of term for Council members?** 3 years

**How often does Full Council meet?** Monthly

**What subgroups of Council exist, how do they function and how often do they meet?**

Executive Board of Directors meets monthly; Elders (Consistory) and Deacons meet immediately following Full Council meetings.